



# Seventh-day Adventist<sup>®</sup> Church

## Caribbean Union Conference

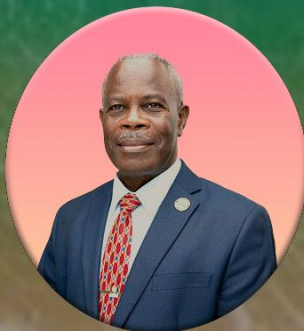
**Caribbean Union Conference of Seventh-day  
Adventists Year -End Executive Committee  
Meetings**

**November 22 & 23, 2023 at 8:30 a.m.**

**Held at: Magdalena Grand Hotel, Lowlands,  
Tobago**



**Inter-American Division  
Dr. Samuel Telemacque**



**Caribbean Union Conference  
Dr. Kern Tobias**



**Executive Secretary  
Johnson Frederick**



**Treasurer  
Bertie Henry**

## *MISSION STATEMENT*

*“To honor God in the proclamation of the Everlasting Gospel to all people, in the context of the three angels’ messages, and to disciple believers as loving witnesses in readiness for the soon return of Jesus Christ.”*

## *VISION STATEMENT*

*“A Spirit filled Church, converted and committed to Christ and contributing to all aspects of the work and ministry of the Church, living in readiness for the Second Coming of Christ”.*

1. **Selfless Service-** We will aspire to adopt the spirit of Christ in sharing our Christian faith, showing concern, compassion and empathy through practical acts of love in order to bring wholeness to suffering humanity.
2. **Excellence** – We are committed to serve all people with a marked difference, setting and achieving outstanding goals and being proactive, innovative and efficient in ministry to fellow humanity.
3. **Accountability-** We will seek to be responsible in managing the resources in our care, practice integrity in all our dealings, and faithfully fulfil the goals of the organization in every sphere of our stewardship.
4. **Team-Spirit-** As employees of CARU, we will cooperate with each other, demonstrate respect and politeness, affirm and celebrate each other in the workplace.

# *In Attendance*

**Inter-American Division:**

Samuel Telemacque

**Caribbean Union Conference:**

Kern Tobias  
Johnson Frederick  
Bertie Henry  
Clive P. Dottin  
Joel Hazelwood  
Debra Henry  
Debra Felix  
Royston Philbert  
Daphney Magloire  
Alexander Isaacs  
Marvyn Smith  
Ashton O'Neil  
Claudius Morgan  
Gandalal Samlalsingh  
Ammaran Williams

**Presidents:**

Anthony Hall  
Enoch Isaac  
Exton Clarke  
Desmond James  
Roger Stephen  
Leslie Moses  
Carson Greene  
Henry Snagg  
Guno Emanuelson  
Vishnu Persad

**Secretaries:**

Terance Haynes

Oliver Scott  
Jumoul Sancho  
Wilmoth James  
Lucius Philip  
Wayne Andrews  
Wayne Knowles  
Shane Franklyn  
David Daniel  
Martin Cunningham

**Treasurers:**

Valrica Harrison-Dottin  
Anslem Joseph  
Rovena Harrinauth  
Sanida Mc Kenzie  
Rose Mary Desir  
Yvette Peters  
Krista Moore  
Rohand Charles  
Steven Tulp  
Kerene Horsford-Nero

**Caribbean Health Foods**

Clifford Balgobin

**Community Hospital:**

Stephen Carryl

**Davis Memorial Hospital:**

Beverly Braithwaite-Chan  
Jenny La Fleur

**University of the Southern Caribbean:**

Colwick Wilson

**Elective Members:**

Jason Reid  
Malon Peters  
Martin Babb  
Kumal Smith  
Valens Charlemagne  
Brian De Freitas  
Orville Joseph  
Nigel De Roche  
Felix M. Boyce  
Leslie Butcher

**Lay Members:**

Rawle Leslie  
Raeburn Nelson  
Adele Mack  
Philip Fahie  
Alvin Florente  
Fitzroy Harewood  
Korah Galloway  
Edmira Walker  
Ilgia Hoepel  
Cathian Alphonse-Antoine

**By Invitation:**

Linda Tobias

# *Devotional Speaker*

**Worship Coordinator**

Faith Pustam-Ramdath

**Wednesday, November 23**

Dr. Samuel Telemaque

**Thursday, November 24**

Dr. Samuel Telemaque

# Schedule of Meetings

## THURSDAY, November 9

09:00 a.m. Publishing Board

## MONDAY, November 13

09:00 a.m. Evangelism Council

02:00 p.m. Mission Council

## TUESDAY, November 14

09:00 a.m. ADRA Board

02:00 p.m. CURF Board

## WEDNESDAY, November 15

09:00 a.m. Education Board

## THURSDAY, November 16

09:00 a.m. USC Board

## FRIDAY, November 17

09:00 p.m. USC Retreat

## MONDAY, November 20

08:00 a.m. Tobago Conference Session

## TUESDAY, November 21

08:00 a.m. Tobago Conference Session

## WEDNESDAY, November 22

08:30 a.m. Executive Committee

## THURSDAY, November 23

08:30 a.m. Executive Committee

# Daily Programme

## **THURSDAY, November 09**

08:00 a.m. – 08:50 p.m. Devotional  
09:00 a.m. – 04:00 p.m. Publishing Council

## **MONDAY, November 13**

09:00 a.m. – 12:30 p.m. Evangelism Committee  
12:30 p.m. – 01:55 p.m. **LUNCH**  
02:00 p.m. – 06:00 p.m. Mission Council

## **TUESDAY, November 14**

08:00 a.m. – 08:50 a.m. Devotional  
09:00 a.m. – 12:30 p.m. ADRA Board  
12:30 p.m. – 01:55 p.m. **LUNCH**  
02:00 p.m. – 06:00 p.m. CURF Board

## **WEDNESDAY, November 15**

08:00 a.m. – 08:50 a.m. Devotional  
09:00 a.m. – 05:00 p.m. Education Board

## **THURSDAY, November 16**

08:00 a.m. – 08:50 a.m. Devotional  
09:00 a.m. – 06:00 pm. USC Board

## **WEDNESDAY, November 22**

08:30 a.m. – 09:20 a.m. Devotional  
09:30 a.m. – 12:30 p.m. Executive Committee  
12:30 p.m. – 02:00 p.m. **LUNCH**  
02.00 p.m. - 05:00 p.m. Executive Committee

## **THURSDAY, November 23**

08:30 a.m. – 09:20 a.m. Devotional  
09:30 a.m. – 12:30 p.m. Executive Committee  
12:30 p.m. – 02:00 p.m. **LUNCH**  
02.00 p.m. - 05:00 p.m. Executive Committee



**Caribbean Union Conference of SDA  
Year-End Executive Committee Meetings  
TOBAGO**

November 22 & 23, 2023

8:00 am

**Wednesday 23<sup>rd</sup> November: Morning Devotion**

**Song Service—Tobago**

**Opening Prayer** – Pr. Ammaran Williams

**Welcome** – Sis. Kerene Horsford-Nero

**Hymn of Praise** – Sis. Edmira Walker

**Scripture Reading** – Bro. Nigel De Roche

**Special Music - Tobago**

**Introduction of Speaker** – Dr. Kern Tobias

**Speaker** – Dr. Samuel Telemaque

**Closing Prayer** – Pr. David Daniel

**Thursday 24<sup>th</sup> November: Morning Devotion**

**Song Service— Tobago**

**Opening Prayer** – Pr. Oliver Scott

**Welcome** – Sis. Jenny La Fleur

**Hymn of Praise** - Bro. Hayden Lorde

**Scripture Reading** – Dr. Yvette Peters

**Special Music - Tobago**

**Introduction of Speaker** – Pr. Johnson Frederick

**Speaker** – Dr. Samuel Telemaque

**Closing Prayer** – Pr. Orville Joseph

## *Standing Committees*

### **Resolution of Gratitude:**

Oliver Scott (Ch), Cathian Alphonse-Antoine, Lucius Philip

### **Budget Review Committee**

Samuel Telemaque

Kern Tobias

Johnson Frederick

Bertie Henry

Roger Stephen

Wilmoth James

Rovena Harrinauth

Fitzroy Harewood

### **Compensation Review Committee**

Samuel Telemaque

Kern Tobias

Johnson Frederick

Bertie Henry

Krista Moore

Guno Emanuelson

Korah Galloway

# Agenda

1. [ATTENDANCE](#)/ ROLL CALL (pp. 3-5)
2. [DAILY PROGRAM](#) (pp. 7-9)
3. [STANDING COMMITTEES](#) (p. 10)
4. **CONFLICT OF INTEREST/CONFIDENTIALITY AGREEMENT**
  - 4.1 <https://ifapp.interamerica.org/Forms/CARU-Conflict-of-Interest-Form>
  - 4.2 [https://ifapp.interamerica.org/Forms/CARU\\_Confidentiality-Form23](https://ifapp.interamerica.org/Forms/CARU_Confidentiality-Form23)
5. **PRESIDENT’S ADDRESS**
6. **REPORTS**
  - 6.1 Executive Secretary
  - 6.2 Treasurer
  - 6.3 Field Presidents
  - 6.4 Institutional Leaders
7. **SECRETARIAT**
  - 7.1 Secretariat’s Advisory  
Date: February 26-28, 2024;  
Venue: St. Lucia
8. **TREASURY MATTERS**
  - 8.1 Operating Budget 2022
  - 8.2 Treasury Workshop—April 2024
9. **CALENDAR OF SPECIAL DAYS, EVENTS AND MEETINGS**
  - 8.1 [Calendar](#) of Special Days and Events – 2023 – Amendments (p. 20)
  - 8.2 Calendar of [Special](#) Days and Events – 2024
  - 8.3 [Authorized](#) Meetings– 2023 – Amendments (p. 26)
  - 8.4 Authorized [Meetings](#) – 2024 (pp. 26-28)

**10. IAD PROGRAMS AND INITIATIVES**

- 10.1 [SeLD](#) Conference 2024 (pp. 28-32)
- 10.3 IAD [Strategic](#) Plan Initiative – All the Family in Mission – 2024 (pp. 32-34)

**11. POLICY AMENDMENTS**

- 11.1 [ByLaws](#) of the General Conference of Seventh-day Adventists (pp.35-50)
- 11.4 The [Church](#) Manual – Changes for the 2025 General Conference Congress (see **emailed appendix**)
- 11.3 Employee Benefit Plan (See **emailed appendix**)

**12. STRATEGIC ISSUES**

- 12.1 Discipleship and Nurturing
- 12.2 Leadership Development
- 12.3 Doctrinal Defense

**13. APPOINTMENTS:**

- 13.1 Mc Lawrence Duncan to serve as Auditor at South Caribbean Conference, for the quadrennium ending August 2027
- 13.2 Jessica Cunningham to serve as Education Director at South Caribbean Conference, for the quadrennium ending August 2027
- 13.3 Lyndon Lewis to serve as Publishing Director at South Caribbean Conference, for the quadrennium ending August 2027
- 13.4 Lester Mitchell to serve as Associate Director, South Caribbean Conference
- 13.5 Carson Greene, to serve as Publishing Director, South Leeward Conference
- 13.6 Carl Hastings, to serve as Associate Publishing Director, South Leeward Conference
- 13.7 Mystie Cato, to serve as SCC representative to CARU’s Education Board

**14. APPOINTMENTS – PASTORAL REPRESENTATIVES**

- 14.1 Orville Joseph (SLC)
- 14.2 Brian De Freitas (SCC)
- 14.3 Felix M. Boyce (SRM)

**15. RECISION OF INDEPENDENT TRANSFER**

- 15.1 Nicola English-Newsam to serve as teacher at North Caribbean Conference

**16. PINEHAVEN SDA PRIMARY SCHOOL (SCC) – REQUEST FOR GRANT**

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## **17. DEPARTMENTAL INITIATIVES**

### **17.1 ADRA/HEALTH MINISTRIES**

17.1.1 ADRA IAD Regional Conference on Safeguarding – February 22-27, 2024 in Colombia

#### **Updates**

- a) Project Management training
- b) Grant and Proposal Writing training

#### **Health Ministries**

17.1.2 CARU Family Health and Well-being Study

17.1.3 Report on field visit to NCC (St. Croix and St. Thomas) during Health Emphasis Week 2023

17.1.4 Overseas Mission trip by group from the USA to Trinidad in 2024

### **17.2 COMMUNICATION**

17.2.1 Communication Weekend: July 18-20, 2024

17.2.2 CARU Film Festival: July 20, 2024

17.2.3 CARU Online Communication Training: September 29, 2024

17.2.4 Communication Advisory July 11-12, 2024

### **17.3 EDUCATION**

17.3.1 Addition to CARU Education Board

Primary school principal, South Caribbean Conference

17.3.2 Accreditation Report

- a. British Islands Seventh-day Adventist Schools – 4 years
- b. Caribbean Union College Secondary School – 3 years
- c. Southern Academy of Seventh-day Adventists – 4 years
- d. Bates Memorial High School – 3 years

17.3.4 Caribbean Union Conference Model School Initiative

17.3.5 Education Directors and Principals' May, 2024 Retreat

17.3.6 CARU Education Code 2023 Committee

17.3.7 Long Leave Policy Revised

17.3.8 Commissioning Service – April 26, 2024

17.3.9 CARU Schools Hairstyle and Dress policy

17.3.10 Report of Finance Advisory

17.3.11 Principals and Directors' Retreat May 8-11, 2024

## **17.4 EVANGELISM**

### **17.5 MINISTERIAL/FAMILY LIFE**

- 17.5.1 The Discipleship Plan: Full Implementation
- 17.5.2 Ministerial Commission: Appointment of new members
- 17.5.3 Psychometric Evaluation: New Contract

### **17.6 PUBLIC AFFAIRS & RELIGIOUS LIBERTY/MISSIONS/CSAR/SPIRIT OF PROPHECY/ESDA PARL**

- 17.6.1 Liberty Festival: November 5-18, 2023  
Venue: El Socorro SDA Church, SCC  
Request: TTD5,000.00
  
- 17.6.2 Liberty Festival: December 8-15, 2023  
Venue: Five Rivers SDA Church, SCC  
Request: TTD3,500
  
- 17.6.3 Bell Journal: 2023/2024  
Request: TTD28,000
  
- 17.6.4 CARLA Congress: October 11-14, 2024  
Venue: Suriname Mission  
Request: TTD95,000  
Financial Plan: Union: Presenters, Meals Accommodation, Local Transportation  
Conference: 50% airfare for delegates, 50% Hotel Accommodation  
Local Church: 25% airfare, 25% Hotel Accommodation  
Delegate: 25% airfare, 25% Hotel Accommodation

### **GLOBAL MISSION**

- 17.6.5 Cross Cultural Evangelism: September 1-14, 2024  
Venue: South Caribbean Conference, Guyana Conference, Suriname Mission, Tobago Conference  
Request: TTD4,000 per project  
Number of projects = 16

Total = TTD64,000

17.6.6 Zonal Training

Zone 1: Guyana, Suriname

Zone 2: South Caribbean Conference, Tobago Conference, Grenada Conference

Zone 3: St. Vincent & the Grenadines Mission, East Caribbean Conference, St. Lucia Mission

Zone 4: South Leeward Conference, North Caribbean Conference

Date: 2<sup>nd</sup> Quarter, 2024

Request: TTD15,000 per zone

**SPIRIT OF PROPHECY**

17.6.7 Spirit of Prophecy Revival: October 15-21, 2024

Presenters: GC, IAD, USC, CARU

Request TTD40,000

Publication: Prophision 2

**17.7 PERSONAL MINISTRIES/PRAAYER/COMMUNITY SERVICES/PUBLISHING MINISTRIES**

**Personal Ministries**

17.7.1 a) All Families in Mission – an initiative by IAD

b) CARU Launch on January 13, 2023

c) Calendar of Events

d) Functioning Structure

f) Reaping Seasons

g) Conservation

h) Promotional flyers and videos

17.7.2 Update – “Go & Do” 10-minute Promotional Personal Ministries Magazine

17.7.3 Acts of Kindness Seminar – December 1, 2023

17.7.4 Personal, Community Services, Prison Ministries Festival of the Laity

Date: August 20-23, 2025

Venue: USC - Trinidad

17.7.5 Personal Ministries Directors Consultation & Advisory

Date: March 6-7, 2024

Venue: USC – Trinidad

17.7.6 IAD Personal Ministries Advisory – IAD Office – January 9-11, 2024

17.7.7 Nurturing others members and reclaiming – June 15, 2024

17.7.8 Lay Evangelism Emphasis Day – August 24, 2024

**Prayer Ministries**

17.7.9 Back to the Altar – Initiatives & Resources

17.7.10 Weekend Prayer Summit with Pr. Pavel Goia from G.C.

Date: July 27-28, 2024

Venue: USC – Trinidad

**Publishing Ministries**

17.7.11 **Missionary Book of the Year 2024**

a. Great Controversy

b. Subsidies-Union – USD0.40cts/Fields USD0.60cts per copy

c. Massive distribution – book – March 16, 2024

d. Digital distribution – April 1, 2024

17.7.12 **Update: Go and Do 10-minute Promotional Magazine**

a. IAD Request

b. Printing-one per church

c. Commencement date – January 1, 2024

17.7.13. **LE Employment Status: IAD Response**

17.7.14 **Spoken Word Challenge 2024**

a. Jointly with Youth and Children Ministries

b. Publishing items to be included in program

c. Virtual and In-person

d. Financing = Union/Fields

e. Possible joint program with youth

17.7.15 **CARU/Jamaica Union LE Retreat 2024**

Date: May 23 – 26, 2024

Venue: Jamaica

17.7.16 **CARU Publishing Directors Advisory**

17.7.17 **IAD Congress 2025**

Date; March 2 – 5, 2025



Venue: Panama

**17.7.18 2023 175<sup>th</sup> Anniversary of Adventist Literature**

**17.7.19 CARU Publishing Directors Advisory**

Date: May 21 – 22, 2024

Venue Jamaica

**17.7.20 Literature Rally Week**

Date: April 13 – 19, 2024

**17.7.21 Literature Evangelists Day**

Date: April 20, 2024

**17.7.22 GC Publishing Summit for the three (3) Americas**

Date: February 4 – 8, 2024

**17.7.23 IAD Publishing Advisory IADPA territories**

Date: August 20 – 21, 2024

**17.8 SABBATH SCHOOL**

**17.8.1 Advanced Training for Union Sabbath School Directors**

Venue: GC Headquarters, Washington, USA

Date: March 6-10, 2024

Budget: IAD – accommodation, ground transport, food and per diem for Union Director

Invitation would be extended to local field directors

**17.9 STEWARDSHIP/PGTS/ASI**

**17.9.1 IAD Holy Convocation February 3 - 10 2024 Southeast Mexican Union-Merida.**

**17.9.2 IAD-ASI Evangelism Impact July 13 - August 10. Convention August 14 - 18 2024.**

**17.9.3 CARU/GuyC Holy Convocation /SIP January 20 - 27 2024 Guyana.**

**17.9.4 CARU/NCC Holy Convocation / SIP February 17 - 24 2024 BVI.**

**17.9.5 CARU/SuriM Holy Convocation/SIP June 15 - 22 2024.**

**17.9.6 CARU/GrenC Holy Convocation/SIP September 14 -21 2024.**

**17.9.7 CARU Stewardship Instructor Certification Course April 9 - July 16 2024.**  
Registration fee \$25.00 USD. Lectures will be presented on zoom.

**17.10 WOMEN/ADOLESCENTS/CHILDREN’S MINISTRIES/POSSIBILITY  
MINISTRIES**

- 17.10.1 New Sabbath School Curriculum
  - IAD Training
  - CARU Training for Directors & Sabbath School Teachers
- 17.10.2 CPC 2024 Update
- 17.10.3 MCOP Launch
- 17.10.4 WM IAD Initiative (tentatively March 2024)
- 17.10.5 In-person Advisory (tentatively March 2024)
- 17.10.6 CARU WM Retreat 2025

**Adventist Possibility Ministries**

- 17.10.7 In-person Advisory (tentatively March 2024)

**17.11 YOUTH MINISTRIES, CHAPLAINCY & PUBLIC CAMPUS MINISTRY**

- 17.11.1 2023 Overview
- 17.11.2 Emit – Youth Evangelism Strategy
- 17.11.3 YUTCAH – Youth United Through Christ Aiming for Heaven  
(Senior Youth Fellowship, Consolidation, Conservation and Training  
Initiative of the Caribbean Union)
- 17.11.4 Youth Consolidation Strategy (Mentorship and Church Camps)
- 17.11.5 CARU Memorization Challenge
- 17.11.6 Motivational Mondays – PCM Initiative for College and University Students  
CPE Certification 2024

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**18. RETIREMENT APPLICATIONS**

- 18.1 Paulette James, Teacher, SLC, age 67 years with 25.8 years of service, with effect from August 1, 2023
- 18.2 Daphne Harris, EBP Participant, SCC, deceased July 5, 2023. Discontinuation.
- 18.3 Phyllis Smith, EBP Participant, SCC, deceased August 9, 2023. Discontinuation
- 18.4 Glendon Gilead, Pastor, SCC, age 68 with 22.4 years of service, with effect from January 1, 2024
- 18.5 Ann Trim-Alexander, Teacher, TM, age 65 years with 18 years of service, with effect from January 1, 2024

- 18.6 Ivor Keizer, GUYC, age 64 years with 16 years of service, with effect from January 1, 2024
- 18.7 Judy Haynes, HR Manager, SCC, age 71 years with 47 years of service, with effect from April 1, 2024
- 18.8 Wemberley Saney, School Principal, SCC, aged 69 years with 47 years of service, with effect from April 1, 2024
- 18.8 Francia Martinez-Vanderhorst, Teacher, SLC, age 62 years with 32.3 years of service, effective February 1, 2024
  
- 19. **EDUCATION ASSISTANCE:**  
De Souza Antoine, SLU, who is pursuing his Masters degree in Church Ministry at Adventist International Institute of Advanced Studies
  
- 20. **CENTENNIAL COMMITTEE**
  - 20.1 Logo and Theme
  - 20.2 Recommendation for Music Committee Chairman
  
- 21. **COMMENCEMENT AND COMPLETION GRANT**  
Seventh-day Adventist Church, La Ruffin, SCC – November 5, 2023
  
- 22. **U.S.C. MATTERS**
  
- 23. **BASIC WAGE FACTOR 2024**
  
- 24. **ANNUAL GIFT: 0-5%**
  
- 25. **DMH REQUEST**
  
- 26. **RETIREMENT APPEAL**
  
- 27. **RESOLUTION OF GRATITUDE**
  
- 28. **ADJOURNMENT/PRAAYER**

## CALENDAR OF SPECIAL DAYS AND EVENTS – 2023 AMENDMENTS

**VOTED,** To amend the Calendar of Special Days and Events for the year 2023, to read as follows:

### **November**

- 1 Continuation of Annual Conservation and Soul Winning Activities
- 7-8 Celebrating High School Youth
- 4-11 Week of Prayer
- 11-17 e-Week of Prayer for Youth and Young Adults
- 18 Orphans of the World – Vulnerable Children's Day
- 18 Operation Bernabé-University students planting churches
- 18 Thanksgiving Day and Recognition of IAD Health Institutions
- 24 “Sowing the Seed Adopt a School”
- 25-Dec 16 “All the Family in Mission” Registration Period
- 25 “All the Family in Mission” Launch in the Unions
- 25 Thanksgiving Program for Educational Institutions K12
- 25 HIV/AIDS Awareness
- 25 Multi-ministerial Baptismal Day in Unions

### **December**

- 1 Continuation of Annual Conservation and Soul Winning Activities
- 2 # Stewardship Divisions
- 9 # Emphasis on Health
- 17-Jan 7 Members recruiting prospects for All the Family in Mission 2024
- 30 Multi-ministerial Baptismal Day in Unions

#The Divisions will prepare the material

Promotional materials for events sponsored by General Conference departments can be found at <https://gc.adventist.org/events/special-days>.

**CALENDAR OF SPECIAL DAYS AND EVENTS – 2024**

**VOTED,** To approve the Calendar of Special Days and Events for the year 2024, to read as follows:

**January**

- 6 Day of Impact Health Evangelism
- 7 IAD Back to Altar Hour of Prayer and Consultation
- 7-6 Prayer and Fasting for “All the Family in Mission”
- 14 Beginning of Bible Studies
- 10-20 Ten Days of Prayer
- 13 #Health Ministries
- 13 “Rescuing Your Value” Launch
- 13 “Olympics of Hope” Launch
- 13-20 Intercultural Mission to Chinese in the Dominican Republic
- 20 Religious Liberty Day
- 21 Pastoral Evangelism quarter
- 21 Beginning of Social Projects in the Community
- 27 Monthly Baptism Day All Churches
- 27 IAD Youth Society-Online
- 27 “I Will GO” Mentoring Launch
- 27 Mission Refocus Intercultural Training
  
- 27 Monthly Baptism Day
- 27-Feb 2 Growth in the Faith - Pastoral Families Motivation

**February**

- 1-28 Spiritual Growth in Families Month
- 3 *Reach the World:* Personal Outreach
- 3 Deployment of mission competency coaches in all fields
- 3-9 Growth in the Faith - Children in the Family Motivation
- 4 IAD Back to Altar Hour of Prayer and Consultation
- 10-17 Christian Home and Marriage Week
- 10-16 Growth in the Faith - Youth in the Family Motivation
- 17 Elders’ recognition and group directors together with their families
- 17-23 Growth in the Faith - Parents in the Family Motivation
- 24-Mar 1 The Family in the Mission Motivation
- 24 Monthly Baptism Day

**March**

- 2 Women's Day of Prayer
- 3 IAD Back to Altar Hour of Prayer and Consultation**
- 9 Adventist World Radio\*
- 13 Education Day of Prayer
- 18 World Day of Massive Impact with the Missionary Book 'The Great Controversy'
- 16-23 Youth Week of Prayer
- 16 Global Youth Day/Global Children's
- 16 Massive Distribution of the missionary book "The Great Controversy" with Youth
- 23 #Christian Education
- 23 Homecoming Sabbath (Youth Department)
- 30 Monthly Baptism Day

**April**

- 1 Distribution of the Digital Missionary Book 'The Great Controversy' begins: All year round
- 6 Quarterly Day of Prayer
- 6 Family in Mission Baptism Day
- 6 #Youth Spiritual Commitment Celebration (Northern Hemisphere)
- 7 IAD Back to Altar Hour of Prayer and Consultation**
- 13 Friends of Hope Day (visitation day)
- 13 Hope Channel International\*
- 13-19 # Literature Evangelism Rally Week
- 13-20 "All in Mission" Evangelism, Reaping Campaigns #1
  
- 13 PCM Mentorship Certification
  
- 13 Virtual Program for Adolescents
- 17-22 Adventist Education Week
- 19-21 Festival of Physical Disability
- 20 Adventist Possibility Ministries Day
- 20 Literature Evangelists (Colporteurs) Day
- 20 "All in Mission" Baptism Celebration Day Division-wide
  
- 27 Monthly Baptism Day
- 30 Green Day and Day of Hope (Children and Adolescents Ministries)

**May**

- 1-31 Integral Health Promotion Week (in all institutions)
- 4 *Reach the World: Using Communication Channels*
- 4-25 Drug Addiction Awareness Month
- 5 IAD Back to Altar Hour of Prayer and Consultation**
- 11 *Reach the World: in the Community #Disaster/Famine Relief\**
- 11 IAD Adventist Volunteer Service Day/VividFaith
- 12-13 Adventist Nurses Appreciation Day
- 10 Families of Primary and Secondary Schools Meeting
- 17-19 Evangelism Conference All the Division
- 18 Global Adventurers Day
- 25 World Day of Prayer for Children at Risk
- 25 Monthly Baptism Day
- 26 "You are Valuable" Women's Ministries Project

**June**

- 1-30 "I Will Go"-Youth in Evangelism
- 1-30 Youth Mentoring – "I Will Go"
- 1-30 Students in Mission Month. Secondary School Students Committed to the Mission
- 1 *Reach the World: Bible Study: Sabbath School and Correspondence Courses*
- 2 IAD Back to Altar Hour of Prayer and Consultation**
- 8 Women's Ministries Emphasis Day
- ~~16-24 National Campaign in Mexico~~
- 15 *Reach the World: Nurturing other Members and Reclaiming*
- 15 Adventist Church World Refugee Day
- 17 Virtual Ministry of Reconciliation/Reclaiming of Former Members
- 18 Coach and Coaches Mission Competency Training
- 22-29 Reaping Campaign #2
- 26 Monthly Baptism Day
- 29 All in Mission Celebrating the Harvest #2
- 29 All the Family in Mission Baptism Day
- 29 PCM Day

**July**

- 1-30 "I Will Go"-Youth in Evangelism
- 1-30 Youth Mentoring-"I Will Go"
- 1-31 Vacation Bible Experience
- 6 Quarterly Day of Prayer
- 7 IAD Back to Altar Hour of Prayer and Consultation**
- 13 Mission Promotion
- 13 IAD Adventist Youth Society

- 15 *Reach the World: Media Ministry (NOW Sabbath)*
- 15 Youth Society SDA Inter-America - Online
- 27 Children and Adolescents Day
- 27 Virtual Program for Teenagers
- 27 All the Family in Mission Baptism Day

**August**

- 1 Continuation of Annual Conservation and Soul Winning Activities
- 3 #Global Mission Evangelism
- 4 IAD Back to Altar Hour of Prayer and Consultation
- 10 *Reach the World: Church Planting*
- 17 Education Day
- 24 # Lay Evangelism
- 31 enditnow Day
- 31 All the Family in Mission Baptism Day

**September**

- 1 IAD Back to Altar Hour of Prayer and Consultation
- 1-7 Family Togetherness Week of Prayer
- 1-30 Reading of the Bible Promotional Month
- 7 # Youth Spiritual Commitment Celebration (Southern Hemisphere)
- 7 Family Togetherness Day of Prayer
- 9 Mission Opportunities and Recruiting Day
- 12 Virtual Program for Teenagers
- 14 Mission Promotion
- 21 Pathfinder Day
- 21-28 National Campaign in Mexico
- 21-28 Reaping Campaigns #3
- 23 Sabbath School Guest Day (Division-Wide)
- ~~27-28 All the Family in Mission Health Evangelism Reaping~~
- 28 All the Family in Mission-Celebrating the Harvest #3
- 28 All the Family in Mission Baptism Day

**October**

- 1 Recognition of Adventist Teachers
- 5 Quarterly Day of Prayer
- 5 Adventist Review Subscription Promotion



- 5 Youth Society SDA Inter-America - Online
- 6 IAD Back to Altar Hour of Prayer and Consultation**
- 12 Ministerial Family Day
- 12 Creation Week (in All institutions)
- 12 Virtual Program for Teenagers
- 13-19 Spirit of Prophecy Week
- 19 Spirit of Prophecy and Adventist Heritage
- 18-20 Public Campus Ministries Weekend
- 26 Creation Sabbath
- 26 End of Program "Olympics of Hope" (Women's Ministries)
- 26 End of Program "Rescuing your Values" (Women's Ministries)
- 26 **All the Family in Mission Baptism Day**

**November**

- 2-9 Week of Prayer
- 2 Evangelism Festival**
- 3 IAD Back to Altar Hour of Prayer and Consultation**
- 9-15 e-Week of Prayer for Youth and Young Adults
- 9 Mission Promotion
- 16 Orphans of the World – Vulnerable Children's Day
- 23 HIV/AIDS Awareness
- 25 Thanksgiving Program for Educational Institutions K 12
- 30 Retention Rallies in all churches
- 30 **All the Family in Mission Baptism Day**
- 30 Potluck in all the Churches with new Believers**
- 30-7 Stewardship Revival Week

**December**

- 1 IAD Back to Altar Hour of Prayer and Consultation**
- 7 # Stewardship Divisions
- 14 # Health Emphasis
- 28 Monthly Baptism Day
- 30 **All the Family in Mission Baptism Day**

#The Divisions will prepare the material

Promotional materials for events sponsored by General Conference departments can be found at <https://gc.adventist.org/events/special-days>.

## AUTHORIZED MEETINGS – 2023 AMENDMENTS

**VOTED**, To amend the Calendar of Authorized Meetings for the year 2023, to read as follows:

### **November**

20-21	Mon	Tobago Mission Session CARU	Tobago EH, LJ, IH
22-23	Wed	Caribbean Union Year-end Meeting	Tobago BB
25	Sat	Bible Connection	Colombia

### **December**

## **AUTHORIZED MEETINGS – 2024**

**VOTED**, To approve the Calendar of Authorized Meetings for the year 2024, to read as follows:

### **January**

3	Wed	Welcome Back	Miami
5-7	Fri	IAD Departmental Council	Miami
9-10	Tue	Personal Ministries Directors Advisory	Miami
15-19	Mon	Presidential Council	
22	Mon	Vacation Bible Experience Workshop Recording	Miami
22-25	Mon	Family Ministries Directors Advisory	Miami
25	Thu	Ministerial Secretaries Advisory	Online
29-2 Feb	Mon	Week of Prayer of the Pastoral Family	Miami

### **February**

4-8	Sun	Summit of the Three Americas (Publishing Ministries)	Cancun, Quintana Roo
5-8	Mon	Second Level of the First Response Course	Dominican Rep.
25	Sun	Vacation Bible Experience Workshop Launch	Online
28-29	Wed	PCM Pastoral Counselors Course	Online

### **March**

13-14	Wed	Suriname Mission Session (CARU)	Suriname LJ
6-10	Wed	Sabbath School Directors Training at GC Headquarters	Silver Spring

10-11	Sun	University Vice Presidents Meeting	Online
12-13	Tue	Global Leadership Conf for Newly Elected Leaders (Online)	
18-21	Mon	Interviews with Unions/Institutions Administrators	
25-28	Mon	Travel freeze	
29-7 April	Fri	Path to Knowledge	

#### April

1-9	Mon	GC Spring Meetings and activities	Silver Spring
4	Thu	Ministerial Secretaries Advisory	Online
8-9	Mon	Spring Meeting	Silver Spring
13	Sat	Mentorship Certification in non-Adventist Universities	Online
15-16	Mon	BRICOM GC	Silver Spring
17	Wed	Continuing Education-Spirit of Prophecy	Online
17-8 May	Wed	Travel Freeze	
18-21	Thu	Virtual Camp for the Blind (Adventist Poss. Ministries)	Dominican Re
22-25	Mon	Colporteurs Congress in Mexico	Cancun
23	Wed	Continuing Education-Publishing Ministries	Online
30-2 May	Tue	Institutions Boards	Online

#### May

2-6	Thu	Ministerial Secretaries and Shepherdess Advisory	Online
6-8	Mon	Mid-year Meetings	
14	Tue	Secondary School Directors' Graduation	Online-Mexico
17-19	Fri	Evangelism Conference	Online
21-26	Sun	Theology Professors Meeting	Andrews University
23-7 June	Tue	Library Directors Meeting	Montemorelos

#### June

#### July

18	Thu	Ministerial Secretaries Advisory	Online
22-25	Mon	SeLD Inter-American Division	Miami

#### August

5	Mon	Continuing Education-Spirit of Prophecy	Online
6	Tue	Continuing Education-Publishing Ministries	Online
14-18	Wed	ASI IAD Convention	Panama
20-21	Tue	Publishing Ministries Advisory for IADPA Territory	Miami

#### September

**3-4 Tue Global Lead Conf All Division, Union & Local Field Administrators  
(Online)**

9-12	Mon	Ministerial Retreat Group 2: ATCU, CARU, DOMU, FAGU, HAIU, JAMU, PURU, Punta Cana
16-20	Mon	Interviews with Unions/Institutions Administrators
23-27	Mon	Travel Freeze

**October**

1-16	Tue	Annual Council Activities General Conference	Silver Spring
2	Wed	Continuing Education-Spirit of Prophecy	Online
3	Thu	Continuing Education-Publishing Ministries	Online
7	Mon	Adventist Teachers' Recognition Day	Online
10-11	Tue	LEAD General Conference	Silver Spring
10-16	Tue	Annual Council General Conference	Silver Spring
17-19	Thu	Mission Symposium	
18-20	Fri	Spirit of Prophecy Symposium	Jamaica
21-22	Mon	BRICOM	Silver Spring
23	Wed	Pastors Online Certification	Online
23-Nov 5	Wed	Travel Freeze	Miami
29-31	Wed	Institutions Boards	Online

**November**

1	Fri	Travel to Montemorelos	Montemorelos University
2-5	Sat	Year-end Meetings IAD	Montemorelos University
6-7	Wed	University Administrators Meeting	Montemorelos University
16	Sat	Bible Connection	El Salvador
20-21	Wed	Caribbean Union Year-end	Trinidad LJ
21	Thu	Ministerial Secretaries Advisory	Online

**December**

16-Jan 3	Mon	Office Closed
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## INTER-AMERICAN DIVISION SeLD CONFERENCE

**VOTED,** To celebrate the Inter-American Division SeLD conference as follows:

### **Theme: *Inspired to Lead with Excellence***

Leadership development is an ongoing process that requires continuous learning, networking, and skill enhancement. The annual leadership development conference of the Inter-American Division SeLD serves as a crucial platform for leadership development within the Inter-American Division.

The next Conference will be held July 22-25, 2024, at the Sheraton Hotel and Executive Suites Miami Airport in Florida. The arrival day is Monday, July 22, 2024, and the departure day is July 25, 2024.

The objectives of this conference are:

1. To enhance the skills of leaders in leading themselves, others, and the organization.
2. To inspire leaders towards achieving excellence in fulfilling the mission of the organization.
3. To update leaders on current issues and trends in leadership.
4. To provide a forum for leaders to network with their peers.

This annual event brings together leaders from various categories of church administration, including presidents, executive secretaries and human resources directors, treasurers, departmental leaders, leaders of institutions, pastors, and church elders.

The conference offers a diverse range of plenary sessions and seminars that focus on relevant and contemporary leadership topics that provide enhanced leadership skills and strategies necessary to excel in their respective roles. Through interactive sessions, participants will benefit from the diverse opportunities in areas such as effective leadership techniques, communication skills, conflict resolution, and decision-making abilities.

It is imperative that leaders in these various categories attend the SeLD Conference for the following reasons:

a) Professional Development: Attending the conference allows leaders to enhance their professional skills and knowledge, enabling them to better serve their constituencies. The conference provides a platform for leaders to sharpen their leadership abilities and stay updated with contemporary practices.

b) Networking Opportunities: The SeLD Conference brings together leaders from various countries

and unions, fostering networking opportunities that can lead to collaborations, partnerships, and the sharing of resources. Building a strong network of like-minded leaders contributes to the growth and effectiveness of the Inter-American Division as a whole.

c) **Strengthening Church Administration:** Leaders play a pivotal role in the effective functioning of the church. By attending the SeLD Conference, they gain valuable insights and practical tools to improve their administrative capabilities, leading to more efficient and effective church operations.

d) **Inspiration and Encouragement:** The SeLD Conference provides an environment of inspiration, motivation, and encouragement for leaders. Through plenary sessions, keynote speeches, and testimonies, participants are empowered to face challenges, overcome obstacles, and remain steadfast in their commitment to the mission of the church.

The Conference will be a hybrid program with a maximum of 600 participants in person and another 2,500 virtual. The division will send a quota in each of the seven categories to each union.

**The administration and leadership coordinator for each union shall ensure that:**

1. The program is promoted across the union territory to provide information to persons within all seven categories who would like to attend.
2. Distribution of the quota of attendees is provided to each local field and institution.
3. All attendees are duly registered on the division site at: [Seldconference.org](http://Seldconference.org)
4. The required invitation letter for those who need visas to attend the program in Miami is sent to the Executive Secretary's office at the Division (Susy Perla; [longasu@interamerica.org](mailto:longasu@interamerica.org)). It should be sent through the Secretary of the Union.
5. The union, institution, and local conference will absorb the cost for the persons whom they are sponsoring to attend.
6. The union, institution, and local conference will also facilitate persons who would like to attend and who will be responsible for their own expenses by granting them the time to attend. They will also add them to their list of attendees, collect their funds, and send them to the Division based on the protocol established.

**Registration**

The registration process on the website of the division will begin on January 15, 2024. Registration will close on June 27, 2024.

**Financial Plan**

Registration fee: This fee is mandatory for all participants:

In-person participants - \$120

Virtual participants - \$ 30

**Hotel:**

Single occupancy  
Double occupancy

**Food is mandatory accordingly:**

Dinner on Monday, July 22, 2024  
Breakfast and lunch-Tuesday  
Breakfast and lunch-Wednesday  
Breakfast-Thursday

The cost of the accommodation and the meals will be communicated as soon as the contract is signed with the hotel. All funds are to be paid through the Union Treasury to the Division Treasury.

**Anticipated presenters and areas of presentation:**

- |     |                     |                                                 |
|-----|---------------------|-------------------------------------------------|
| 1.  | Ted Wilson          | Plenary presentation                            |
| 3.  | Mark Finley         | Devotion and seminar to Presidents              |
| 4.  | Deblaire Snell      | Devotion and Seminar to Pastors                 |
| 5.  | Elie Henry          | Keynote and Seminar to Presidents               |
| 6.  | Leonard Johnson     | Seminar to Secretaries                          |
| 7.  | Balvin Braham       | Plenary Case Study and Seminar to Presidents    |
| 8.  | Lowell Cooper       | Plenary and presentation to Institution leaders |
| 9.  | Osman Longa         | Technology Presentation to Pastors              |
| 10. | Joseph Smith        | Presentation to Elders                          |
| 11. | Pardon Mwansa       | Presentation to Departmental directors          |
| 12. | Ella Simmons        | Case Study and Presentation                     |
| 13. | Karnick Doukmetsian | Plenary and presentation to Secretaries         |
| 14. | Ismael Castillo     | Presentation to Pastors                         |
| 15. | John Wesley Taylor  | Presentation to Institutions                    |
| 16. | Teofilio Silvestre  | Presentation to Pastors                         |
| 17. | Dr. Saturne         | Presentation to Institutions                    |
| 18. | Faye Patterson      | Presentation to Institutions                    |
| 19. | Prudence Pollard    | Presentation to Secretaries                     |
| 20. | Richard Hart        | Presentation to Institutions                    |
| 21. | Josney Rodriguez    | Presentation to Departmental directors          |
| 22. | Artur Stele         | Presentation to Presidents                      |
| 23. | Paul Douglas        | Plenary and Presentation to Treasurers          |
| 24. | Abner De Los Santos | Presentation to Departmental directors          |
| 25. | Ricardo Norton      | Presentation to departmental directors          |
| 26. | Ivelisse Herrera    | Presentation to Treasurers                      |
| 27. | Juan Puesan         | Presentation to Treasurers                      |

- |     |                    |                                       |
|-----|--------------------|---------------------------------------|
| 28. | Filiberto Verduzco | Presentation to Treasurers            |
| 29. | Audrey Anderson    | Presentation to Secretaries           |
| 30. | To be determined   | Plenary – Question and Answer segment |

**TOBAGO MISSION (CARU)-CONFERENCE STATUS**

**WHEREAS,** The Survey Commission appointed to study the readiness of the Tobago Mission for conference status (See IAD 22-27) has submitted a favorable report. The Caribbean Union approved the report and recommended to the Inter-American Division that conference status be granted. It is therefore

**VOTED,** To grant conference status to the Tobago Mission effective at the time of the next quadrennial session.

**IAD STRATEGIC PLAN INITIATIVE: ALL THE FAMILY IN MISSION – 2024**

**All the Family in Mission**

Relevant Key Performance Indicators under the Evangelism Priority of the Division Strategic Plan:

*KPI #2:* Every organizational level and the local churches of the Division experience annual incremental growth in baptisms and retention of new members.

*KPI #7:* Increased number of church members participating in both personal and public evangelistic outreach initiatives with a goal to Total Member Involvement (TMI).

WHEREAS, nurturing strong and healthy family units is basic to the foundation of effective evangelistic activities within the Church and is essential for the well-being and spiritual growth within the church;



WHEREAS, the Inter-American Division recognizes the urgent need to strengthen families (couples and singles) within its territory in the area of fulfilling the mission, by promoting unity, and love, providing resources and initiatives for spiritual growth and activities essential to preparing people to accept Christ as their Savior;

WHEREAS, the program "*All the Family in Mission*" has been developed to mobilize the members of the churches, both couples and singles, to address the missional challenges in engaging both members and non-members to live out their divine purpose;

WHEREAS, a high level of participation from churches, couples, and singles is crucial to ensure the effectiveness and success of the "*All the Family in Mission*" program;

WHEREAS, the Inter-American Division Executive Committee acknowledges the importance of setting ambitious yet achievable targets to encourage active engagement and commitment from all entities involved;

THEREFORE, BE IT RESOLVED, that the Inter-American Division Executive Committee hereby VOTES:

1. To encourage and support the active participation of at least 80% of all churches within the Inter-American Division in the *All the Family in Mission* program.
2. To promote and facilitate the involvement of at least 80% of couples attending the churches participating in the program, encouraging them to actively engage in the various activities and initiatives to lead souls to Christ.
3. To encourage and invite at least 60% of the single members attending the churches to participate in the program to lead souls to Christ.
4. To provide the necessary resources, training, and guidance to churches, couples, and singles to participate in the program, ensuring they have the tools and support needed to effectively engage in the "*All the Family in Mission*" program.
5. To regularly evaluate and monitor the progress of church participation, couples' involvement, and singles' engagement in the program, aiming to identify and address any barriers or challenges that may hinder the achievement of the established targets.
6. To celebrate and recognize the achievements and efforts of churches, couples, and singles who

actively participate in the " *All the Family in Mission* " program, inspiring them to influence others to accept Christ.

7. To allocate appropriate funds and resources to support the implementation and promotion of the " *All the Family in Mission* " program, ensuring its sustainability and impact.

The Executive Committee of the Division hereby votes to foster the active participation of churches, couples, and singles in the " *All the Family in Mission* " program, recognizing the essential role of couples and singles in fulfilling the Mission of Christ across the entire Division territory.

## **BYLAWS OF THE GENERAL CONFERENCE OF SEVENTH-DAY ADVENTISTS**

**VOTED**, To amend the policy Bylaws of the General Conference of Seventh-day Adventists IAD WP “Territorial Administration”, p.31, to read as follows:

### **ARTICLE I—TERRITORIAL ADMINISTRATION**

**Sec. 1.** The General Conference of Seventh-day Adventists, hereinafter referred to as the General Conference, normally shall conduct its worldwide work through its divisions, each division to operate within a specified territory in harmony with General Conference policies.

**Sec. 2.** The duly organized divisions are: East-Central Africa Division, Euro-Asia Division, Inter-American Division, Inter-European Division, North American Division, Northern Asia-Pacific Division, South American Division, South Pacific Division, Southern Africa-Indian Ocean Division, Southern Asia Division, Southern Asia-Pacific Division, Trans-European Division, and West-Central Africa Division. An exception to the requirement of such representation shall be made in a condition of emergency. In such a case, the General Conference Executive Committee shall make whatever adjustments are necessary for the conduct of the work in the territories affected.

**Sec. 3.** If a territorial adjustment is made at Spring Meeting or an Annual Council, it shall be made only provided each division and other territory affected is represented at the council by at least one of its officers, or in the General Conference Executive Committee shall make whatever adjustments are necessary for the conduct of the work in the territories affected.

**Sec. 4.** Administrations of all organizations and institutions within a division’s territory shall be responsible to their respective executive committees/boards and operate in harmony with division and General Conference Executive Committee actions and policies. General Conference institutions and fields without divisional affiliation shall operate in harmony with the General Conference Executive Committee and its policies.

In case of an unorganized territory, by a senior church leader from that territory. An exception to the requirement of such representation shall be made in a condition of emergency.

## BYLAWS OF THE GENERAL CONFERENCE OF SEVENTH-DAY ADVENTISTS

**VOTED**, To amend the policy Bylaws of the \_\_\_\_\_ Union Conference of Seventh-day Adventists (IAD WP CC 10 Article XIII) p. 40, to read as follows:

### ARTICLE XIII—GENERAL CONFERENCE EXECUTIVE COMMITTEE

#### Sec. 1.

a. During the intervals between Sessions of the General Conference, the General Conference Executive Committee is delegated the authority to act on behalf of the General Conference in Session. The membership of the General Conference Executive Committee includes representatives of all the divisions of the world field and the presidents of all unions and therefore speaks for the world Church. Major items affecting the world Church are considered at the Spring Meeting, and Annual Council meetings of the General Conference Executive Committee, when all the members of the Committee are invited to be present. The authority, therefore, of the General Conference Executive Committee is the authority of the world Church.

#### Sec. 2.

a. A meeting No Change

b. A meeting of the General Conference Executive Committee, known as the Spring Meeting, shall be held annually for the purpose of receiving the audited financial reports of the General Conference and for transacting ~~regular~~ Executive Committee business. ~~as provided for in the General Conference Working Policy relating to Spring Meetings.~~

## BYLAWS OF THE GENERAL CONFERENCE OF SEVENTH-DAY ADVENTISTS

**VOTED**, To amend the policy Bylaws of the General Conference of Seventh-day Adventists, p. 44, to read as follows:

### ARTICLE XIX—APPROPRIATIONS

**Sec. 1.** The General Conference Executive Committee shall make its regular appropriations to the world field at Annual Councils or Spring meetings. These appropriations are to be based on budget requests from the fields.

### ORGANIZING UNION MISSIONS INTO UNION CONFERENCES

**VOTED**, To approve a directive to amend the General Conference *Working Policy*, where appropriate by deleting “on-site evaluation” and replacing it with “on-site or virtual evaluation” when in regard to survey commissions:

**B 25 10 Union Conference Status—Procedure**—Union missions desiring union conference status shall proceed as follows:

5. The survey team shall conduct an on-site or virtual evaluation and report its findings to the Division Executive Committee. In the event the union mission is not ready for union conference status at the time of the General Conference’s evaluation, recommendations will be made, and after a suitable passage of time, a further evaluation conducted.

#### **B 28 10 Dividing a Union Conference/Mission—Procedure**

3. The survey team shall conduct an on-site or virtual evaluation, and report its findings to the division executive committee.

See B 25 10 # 5 p. 95, and B 28 10 #3 p. 96.

## MERGER OF UNION MISSIONS/UNION OF CHURCHES

**VOTED**, To amend the policy Merger of Union Missions/Union of Churches p. 99, to read as follows:

### **B 50 15 Merger of Union Missions/Unions of Churches**

4. If the General Conference Executive Committee approves the proposal, the General Conference Executive Committee shall take an action to dissolve any unions of churches involved. If the new organization is to be a union of churches, the General Conference Executive Committee shall at a Spring Meeting or an Annual Council, take an action authorizing the establishment of the same. The division executive committee shall take an action to dissolve any union missions involved and to establish the new organization.

Same in B 50 25 #4-page letter 101

## GENERAL FINANCIAL POLICIES

**VOTED**, To amend the policy “Appropriations” (IAD WP O 46 page 605) to read as follows:

### **O 46 Appropriations**

#### **O 46 05 Appropriations**

2. Appropriations shall be made at Spring Meetings or Annual Councils, when all needs and interests can be represented and compared, and an equitable distribution of funds can be made. The General Conference Executive Committee is not able, therefore, to give consideration to requests for additional appropriations ~~between sessions of~~ except at Spring Meeting or the Annual Council. Emergencies should be met, as far as possible, by the union and/or division, or the institution. However, in cases of special emergency the General Conference or other organizations concerned have the discretion of drawing upon their annual emergency fund.

## SHARING FINANCIAL RESOURCES

**VOTED**, To amend the policy Sharing Financial Resources (IAD WP Q 09 p. 682) to read as follows:

**Q 09 Sharing Financial Resources**

**Q 09 05 Support of Worldwide Work—**

1. Divine Plan—In His wisdom, God has involved human beings in the funding of His work around the world. Broad principles are laid out in the Bible and the writings of Ellen G White showing clearly God’s intention that all are to share together in this work.

2. Regular Tithes Percentages—The following schedule of tithe sharing has been established for the work of the Church around the world and may be adjusted from time to time by action of the General Conference Executive Committee at an Annual Council, or at a Spring Meeting in extenuating circumstances meeting:

**BYLAWS OF THE \_\_\_\_\_ UNION CONFERENCE OF SEVENTH DAY ADVENTISTS**

**VOTED**, To amend the policy Bylaws of the \_\_\_\_\_ Union of Seventh-day Adventists (IAD WP CC 10 p. 199) to read as follows:

**BYLAWS OF THE \_\_\_\_\_ UNION CONFERENCE OF SEVENTH-DAY ADVENTISTS**

**Article IX—Finance**

**Section 1. Tithes and Offerings:** The church funds managed by this union conference shall consist of such tithe, including direct tithe, as it shall be assigned by policy and as received from the local conferences/missions within its territory, and such gifts, legacies, bequests, devises, appropriations, reverted funds, and other donations as may be made to it.

**Section 2. Policies:** The portion of the tithe which is reserved for this union conference, as specified by policy, and all other funds shall be used in harmony with the financial policies of the General Conference of Seventh-day Adventists-Inter-American Division; and in the case of donations their use shall be in harmony with the specifications of donors and in compliance with government regulations. Tithe is shared with the division on fixed percentages as set by the Division executive committee, and with the General Conference on fixed percentages as set

by the Annual Council or at a Spring Meeting in extenuating circumstances. ~~the Annual Council of the General Conference Executive Committee.~~

**This union shall pass on to the General Conference of Seventh-day Adventists-Inter-American Division the specified tithing percentage, Inter-American Division Employees' Benefit Plan percentages as may be decided by the division committee, and all mission offerings.**

**This change should be made in section D at the following locations:**

IAD CC 12, Union Mission Operating Policy, Article XIV, Sec. 2. (bold print) 211

IAD CC 13, Union of Churches Operating Policy, Article IX, Sec. 2. (bold print) 223

IAD CC 14, Union Mission of Churches Operating Policy, Article XIV, Sec. 2. (bold print) PAG. 235

CC 15, Local Conference Bylaws, Article IX, Sec. 2. (bold print) 247

IAD CC 20, Local Mission Operating Policy, Article XIII, Sec. 2. (bold print) PAG. 258

#### **ELLEN G. WHITE RESEARCH AND STUDY CENTERS**

**VOTED,** To amend the policy Ellen G. White Research and Study Centers (IAD WP NE 10), p. 569, to read as follows:

#### **NE 10 Ellen G. White-Seventh-day Adventist Research and Study Centers**

Each Division of the General Conference ~~where there is not a Branch Office~~ is authorized to establish one Ellen G. White- Seventh-day Adventist Research Center in an educational institution located within its territory, subject to the approval of the Ellen G. White Estate Board and the General Conference Executive Committee. Research Centers serve the Division where they are located as a resource regarding the writings and ministry of Ellen G. White. Unlike Branch Offices, Research Centers are encouraged to preserve the broader history of Adventism within their territory. In addition, the Ellen G. White Estate and the General Conference share oversight of the Research Center with the Division involved. Any relocation will require approval by the Division and the White Estate Board.



## GENERAL FINANCIAL POLICIES

**RECOMMENDED,** To amend the policy “Appropriations” (IAD WP O 46 page 605) to read as follows:

### O 46 Appropriations

#### O 46 05 Appropriations

2. Appropriations shall be made at Spring Meetings or Annual Councils, when all needs and interests can be represented and compared, and an equitable distribution of funds can be made. The General Conference Executive Committee is not able, therefore, to give consideration to requests for additional appropriations ~~between sessions of~~ except at Spring Meeting or the Annual Council. Emergencies should be met, as far as possible, by the union and/or division, or the institution. However, in cases of special emergency the General Conference or other organizations concerned have the discretion of drawing upon their annual emergency fund.

## SHARING FINANCIAL RESOURCES

**RECOMMENDED,** To amend the policy Sharing Financial Resources (IAD WP Q 09 p. 682) to read as follows:

### Q 09 Sharing Financial Resources

#### Q 09 05 Support of Worldwide Work—

1. Divine Plan—In His wisdom, God has involved human beings in the funding of His work around the world. Broad principles are laid out in the Bible and the writings of Ellen G White showing clearly God’s intention that all are to share together in this work.

2. Regular Tithe Percentages—The following schedule of tithe sharing has been established for the work of the Church around the world and may be adjusted from time to time by action of the General Conference Executive Committee at an Annual Council, or at a Spring Meeting in extenuating circumstances meeting:

**208. BYLAWS OF THE \_\_\_\_\_ UNION CONFERENCE OF SEVENTH DAY ADVENTISTS**

**RECOMMENDED,** To amend the policy Bylaws of the \_\_\_\_\_ Union of Seventh-day Adventists (IAD WP CC 10 p. 199) to read as follows:

**BYLAWS OF THE \_\_\_\_\_ UNION CONFERENCE OF SEVENTH-DAY ADVENTISTS**

**Article IX—Finance**

**Section 1. Tithes and Offerings:** The church funds managed by this union conference shall consist of such tithes, including direct tithe, as it shall be assigned by policy and as received from the local conferences/missions within its territory, and such gifts, legacies, bequests, devises, appropriations, reverted funds, and other donations as may be made to it.

**Section 2. Policies:** The portion of the tithe which is reserved for this union conference, as specified by policy, and all other funds shall be used in harmony with the financial policies of the General Conference of Seventh-day Adventists-Inter-American Division; and in the case of donations their use shall be in harmony with the specifications of donors and in compliance with government regulations. Tithe is shared with the division on fixed percentages as set by the Division executive committee, and with the General Conference on fixed percentages as set by the Annual Council or at a Spring Meeting in extenuating circumstances. ~~the Annual Council of the General Conference Executive Committee.~~

**This union shall pass on to the General Conference of Seventh-day Adventists-Inter-American Division the specified tithe percentage, Inter-American Division Employees' Benefit Plan percentages as may be decided by the division committee, and all mission offerings.**

**This change should be made in section D at the following locations:**

IAD CC 12, Union Mission Operating Policy, Article XIV, Sec. 2. (bold print) 211

IAD CC 13, Union of Churches Operating Policy, Article IX, Sec. 2. (bold print) 223

IAD CC 14, Union Mission of Churches Operating Policy, Article XIV, Sec. 2. (bold print) PAG. 235

CC 15, Local Conference Bylaws, Article IX, Sec. 2. (bold print) 247

## 40. THE CHURCH MANUAL -- CHANGES FOR THE 2025 GENERAL CONFERENCE CONGRESS (Voted at the 2023 General Conference Annual Council)

### 1. MAKING CHANGES (WHY A *CHURCH MANUAL*?) *CHURCH MANUAL* AMENDMENT

**RECOMMENDED**, To amend the *Church Manual*, Chapter 1, *Why a Church Manual?*, pages 18 Making Changes, to read as follows:

#### **Making Changes**

The General Conference through the years voted important changes concerning *the Church Manual*. Realizing the importance of conducting the worldwide work of the Church “decently and in order,” the 1946 General Conference Session voted that “all changes or revisions of policy that are to be made in the Manual shall be authorized by the General Conference Session.”—*General Conference Report*, No. 8, p. 197 (June 14, 1946).

In 1948, recognizing that local conditions sometimes call for special actions, the General Conference Executive Committee voted that “~~each division, including the North American Division of the world field, prepare~~ each division of the world field “prepare a ‘Supplement’ to the new *Church Manual* not in any way modifying it but containing such additional matter as is applicable to the conditions and circumstances prevailing in the division; the manuscripts for these Supplements to be submitted to the General Conference Committee for endorsement before being printed.”—*Autumn Council Actions*, 1948, p. 19.

The 2000 General Conference Session authorized the reclassification of some existing *Church Manual* material into the Notes section as guidance and examples rather than mandatory material, material and approved the process for making changes. Changes in the Church Manual, except for the notes and editorial changes, can be made only by action of a General Conference Session, where delegates of the world ~~church~~ Church have voice and vote. If a local church, conference, or union conference/mission wishes to propose a *Church Manual* revision, it should submit its proposal to the next constituent level for counsel and study. If that level approves the proposal, it submits the suggested revision to the next level for additional evaluation. If the various levels approve the proposal, it eventually comes before the General Conference *Church Manual* Committee, which considers all recommendations. If the *Church Manual* Committee approves a revision, it prepares it for presentation at an Annual Council and/or General Conference Session.

Revision of a note follows the same procedure. The General Conference Executive Committee may approve changes to the notes at any Annual Council.

The *Church Manual* Committee reports proposed nonsubstantive editorial changes to the main content of the *Church Manual* to an Annual Council of the General Conference Executive Committee, which may give final approval. However, in the event the Annual Council determines by one-third vote that an editorial change substantively alters the meaning of a passage, the proposed change must go to the General Conference Session.

At the final Annual Council of a quinquennium, the General Conference Executive Committee reviews all changes to the notes and coordinates the changes with any proposed amendments to the main content of the *Church Manual*.

A new edition of the *Church Manual* is published after every General Conference Session. The most recent edition should always be used. This edition incorporates amendments made at the postponed 2020 General Conference Session, which took place in 2022.

## 2. A DIVINELY APPOINTED MINISTRY - CHURCH MANUAL AMENDMENT

**RATIONALE:** This amendment expresses how important it is for pastors to focus on training the local church leadership in the mission and work of the church.

**RECOMMENDED,** To amend the *Church Manual*, Chapter 4, Pastors and Other Church Employees, pages 32 to 35, A Divinely Appointed Ministry, to read as follows:

### A Divinely Appointed Ministry

Seventh-day Adventist ministers bear the God-given responsibility of proclaiming the everlasting gospel, making disciples, and equipping the saints according to their spiritual gifts in order to equip them for service (Eph. 4:11, 12; 2 Tim. 4:2). As Ellen G. White stated: “It was at the very beginning of His ministry that Christ began to gather in His helpers. This is a lesson to all ministers. They should constantly be looking for and training those who they think could help them in their work. They should not stand alone, trying to do by themselves all that needs to be done” (Letter 53, 1905). In addition, pastors are commanded to do the work of an evangelist, reading God’s word publicly and teaching obedience to it (1 Tim. 4:13; 2 Tim. 2:24-26; 4:2, 5). They are to encourage and exhort the believers (1 Tim. 5:1, 2; 6:2), and rebuke sinners (1 Tim. 5:20); ordain

elders (1 Tim. 5:22; Titus 1:5); uphold the truth and take a firm stance against false doctrines (1 Tim. 1:3, 4; 4:7; 6:20, 21; Titus 1:9). They should be examples to the believers in all matters of faith and practice (1 Tim. 4:12; 1 Peter 5:3). Another important part of the pastoral work is the visitation ministry. Ellen G. White stated: “Remember that a minister’s work does not consist merely in preaching. He is to visit families in their homes, to pray with them, and to open to them the Scriptures. He who does faithful work outside the pulpit will accomplish tenfold more than He who confines his labors to the desk” (9T 124).

“Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly; nor as being lords over those entrusted to you, but being examples to the flock” (1 Peter 5:1-3).

All believers have the privilege of being part of “a royal priesthood” that proclaims “the praises of Him who called you out of darkness into His marvelous light” (1 Peter 2:5-9). To support and guide this work God “gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ” (Eph. 4:11-13).

The New Testament describes how the leadership of the church was established. During His ministry on Earth, Jesus appointed twelve apostles to accompany Him on His travels and sent them out to preach the Gospel and heal the sick (Mark 3:14, 15; Luke 6:13). He also sent out a larger group of seventy (Luke 10:1-23). This indicates that the organization of the church was initiated by Jesus Christ Himself in order to fulfill the mission of making disciples and teaching Bible truth (Matt. 28:18-20; Luke 24:44-49; Acts 1:8).

Soon after Christ’s ascension, the apostles faced increasing demands with the fast-growing church in Jerusalem. To cope with these challenges, they divided the leadership responsibilities in the local church into different areas. Seven men were chosen to “serve tables,” caring mainly for the practical and material needs of the church, while the apostles confined themselves “to prayer and the ministry of the Word” (Acts 6:2, 4). Both leadership groups were involved in serving or ministering, but the manner of their involvement differed significantly. These avenues of ministry reflect the offices of deacon and elder/overseer described in Paul’s writings (Phil. 1:1; 1 Tim. 3:1-13; Titus 1:6-9). While most elders and deacons ministered in local settings, some elders, such as Timothy and Titus, were itinerant and supervised greater territory with multiple congregations (1 Tim. 1:3, 4; Titus 1:5).

In harmony with the leadership model of the Jerusalem church, the apostles appointed elders as spiritual leaders in every church (Acts 14:23; Titus 1:5). This practice explains why apostles, when they left Jerusalem to preach the Gospel, did not leave a leadership vacuum in this major center of the early church. Several years later, Barnabas and Saul delivered to the elders the relief

contributions they had collected from far-flung churches for the needy believers in Judea (Acts 11:29, 30). As Ellen G. White indicates, the “organization of the church at Jerusalem was to serve as a model for the organization of churches in every other place where messengers of truth should win converts to the Gospel.”—AA 91.

These New Testament principles of church organization guided Seventh-day Adventists in the years prior to and the decades following its official organization as a church in 1863. During this time, ministers were employed by the various conferences as administrators and evangelists, raising up churches, and visiting established churches that needed counsel. Following the model of ministry of Timothy and Titus, Conference-employed ministers almost never functioned as resident or “settled” pastors of a local church, in contrast to the practice in most Protestant churches then and now. In this regard, Ellen G. White wrote: “Instead of keeping the ministers at work for the churches that already know the truth, let the members of the churches say to these laborers: ‘Go work for souls that are perishing in darkness. We ourselves will carry forward the services of the church. We will keep up the meetings, and, by abiding in Christ, will maintain spiritual life. We will work for souls that are about us, and we will send our prayers and our gifts to sustain the laborers in more needy and destitute fields.’”—6T 30. “As a general rule, the conference laborers should go out from the churches into new fields, using their God-given ability to a purpose in seeking and saving the lost.”—Ev 382.

As a divinely appointed ministry, ministers are “to sow the seeds of truth. Place after place is to be visited; church after church is to be raised up. Those who take their stand for the truth are to be organized into churches, and then the minister is to pass on to other equally important fields.”—7T 20 “Just as soon as a church is organized, let the minister set the members at work. They will need to be taught how to labor successfully. Let the minister devote more of his time to educating than to preaching. Let him teach the people how to give to others the knowledge they have received. While the new converts should be taught to ask counsel from those more experienced in the work, they should also be taught not to put the minister in the place of God. Ministers are but human beings, men compassed with infirmities. Christ is the One to Whom we are to look for guidance.”—7T 20. “Our ministers should plan wisely, as faithful stewards. They should feel that it is not their duty to hover over the churches already raised up, but that they should be doing aggressive evangelistic work, preaching the Word and doing house-to-house work in places that have not yet heard the truth. . . . They will find that nothing is so encouraging as doing evangelistic work in new fields.”—Ev 382.

These inspired counsels remain just as relevant today. Our ministers have the solemn responsibility of leading their congregations in the mission of reaching others for Christ. As Ellen G. White stated, “The work of God in this earth can never be finished until the men and women comprising our church membership rally to the work and unite their efforts with those of ministers

and church officers.”—9T 117. And “when the Chief Shepherd appears, you will receive the crown of glory that does not fade away” (1 Peter 1:4).

~~“God has a church, and she has a divinely appointed ministry. ‘And He gave some, apostles; and some, prophets; and some, evangelists; and some, pastors and teachers; for the perfecting of the saints, for the work of the ministry, for the edifying of the body of Christ: till we all come in the unity of the faith, and of the knowledge of the Son of God, unto a perfect man, unto the measure of the stature of the fullness of Christ. . . .’~~

~~“Men appointed of God have been chosen to watch with jealous care, with vigilant perseverance, that the church may not be overthrown by the evil devices of Satan, but that she shall stand in the world to promote the glory of God among men.”—TM 52, 53.~~

Conference President—The conference president should be an - No change

Conference Departmental Directors—Conference departmental directors - No change

Ordained Pastors—Ordained pastors appointed by the conference committee - No change

Licensed Pastors—To give individuals an opportunity to demonstrate their - No change

Bible Instructors—The conference may employ Bible instructors and assign - No change

Conference Directs Church Employees—The conference president in - No change

### **3. CREDENTIALS AND LICENSES - *CHURCH MANUAL* AMENDMENT**

**RECOMMENDED,** To amend the *Church Manual*, Chapter 4, Pastor and Other Church Employees, pages 35 and 36, Credentials and Licenses, to read as follows:

#### Credentials and Licenses

God’s work is to be jealously safeguarded by responsible leaders from the local church to the General Conference. Official credentials and licenses are issued to all authorized full-time Church employees and are granted by controlling committees for limited periods.

In a local conference, the committee confers authority upon individuals to represent the Church as pastors and gospel workers. This authority is represented by the granting of credentials

and licenses, which are written commissions, properly dated and signed by the officers of the conference. The authority thus conveyed is not personal or inherent in the individual but is inherent in the granting body, which may recall the credentials for cause at any time. Credentials and licenses granted employees are not their personal property and must be returned when employment is terminated or at the request of the organization that issued them.

~~No one should be allowed to speak to any congregation unless he/she has been invited by the church in harmony with guidelines given by the conference. It is recognized, however, that there are times when congregations may be addressed by government officials or civic leaders; but all unauthorized persons shall not be given access to the pulpit. (See pp. 126-127.)~~

Expired Credentials and Licenses—Credentials and licenses are granted - No change

Retired Employees—Retired employees deserve honor and consideration - No change

Former Pastors Without Credentials—Individuals previously ordained as - No change

#### 4. **SCHOOL BOARD MEETINGS - CHURCH MANUAL AMENDMENT**

**RECOMMENDED,** To amend the Church Manual, Chapter 11, Services and Other Meetings, page 139, School Board Meetings, to read as follows:

School Board Meetings The church school is usually supervised by a church school board. The church elects a chairperson to preside over meetings and a secretary to keep records of meetings and actions. The principal of the school generally is appointed secretary of the board. This board should meet at regular times. Special meetings may be called by the chairperson. Some churches prefer to have the church board, or a subcommittee of the church board, also serve as the school board. (See also pp. 97-98.)

#### 5. **HOW TITHE IS TO BE USED - CHURCH MANUAL EDITORIAL AMENDMENT**

**RECOMMENDED,** To amend the Church Manual, Chapter 12, Finance, page 143, How Tithe Is to Be Used, to read as follows:

How Tithe Is to Be Used—Tithe is held sacred for the work of the ministry, for Bible teaching, and for the support of conference administration in the care of the churches and of field



outreach (missionary) endeavors. Tithe shall not be spent on other work, on paying church or institutional debts, or on building programs, except as approved under General Conference Working Policy. For more information on the use of tithe, review Stewardship Ministries Resources, see Notes, #1, p. 190-191.

“A very plain, definite message has been given to me for our people. I am bidden to tell them that they are making a mistake in applying the tithe to various objects which, though good in themselves, are not the object to which the Lord has said that the tithe should be applied. Those who make this use of the tithe are departing from the Lord’s arrangement. God will judge for these things.”—9T 248.

## 6. **REGULATION OF SOLICITING FUNDS - CHURCH MANUAL AMENDMENT**

**RECOMMENDED**, To amend the Church Manual, Chapter 12, Finance, pages 145- 146, Regulation of Soliciting Funds, to read as follows:

Regulation of Soliciting Funds—The following are regulations for soliciting funds:

1. No conference, church, or institution, without special counsel and arrangement, shall plan work requiring solicitation of funds from outside its territory. Any solicitation within its territory shall be in harmony with local, union, division, and General Conference policies. No authority is granted to denominational employees representing special interests in one part of the field to solicit help in any other part of the field or in any other conference without arrangement with and written authorization from conference officers where the fund-raising would take place.

2. The following principles protect churches from unauthorized, fraudulent, and undenominational solicitation:

a. Pastors and officers shall not grant the privilege of the pulpit to persons for fund-raising who have not been recognized or recommended by the conference. (See pp. 126-127.) No permission shall be granted to solicit funds either publicly or privately without such recognition.

b. All funds contributed for any cause in response to appeals shall be passed through regular church channels.

c. Conference and church officers shall take such steps as may be necessary to prevent unauthorized or illegal public solicitation.

3. No campaign other than the Annual Appeal (Ingathering or equivalent appeal), which involves using Appeal literature and containers with authorized Appeal labels, shall be conducted for the solicitation of money for either home or overseas mission work. Unions and conferences should prevent violations of this regulation.

~~4. Interdivision employees visiting their home churches or otherwise communicating with their home bases are asked to solicit funds only for enterprises included in the budget of appropriations, working in cooperation with churches and conferences to raise the funds required to meet the appropriations on which our world mission work depends. All such funds shall be passed through regular channels.~~